

Survey of Hiring Practices in Geoscience Industries

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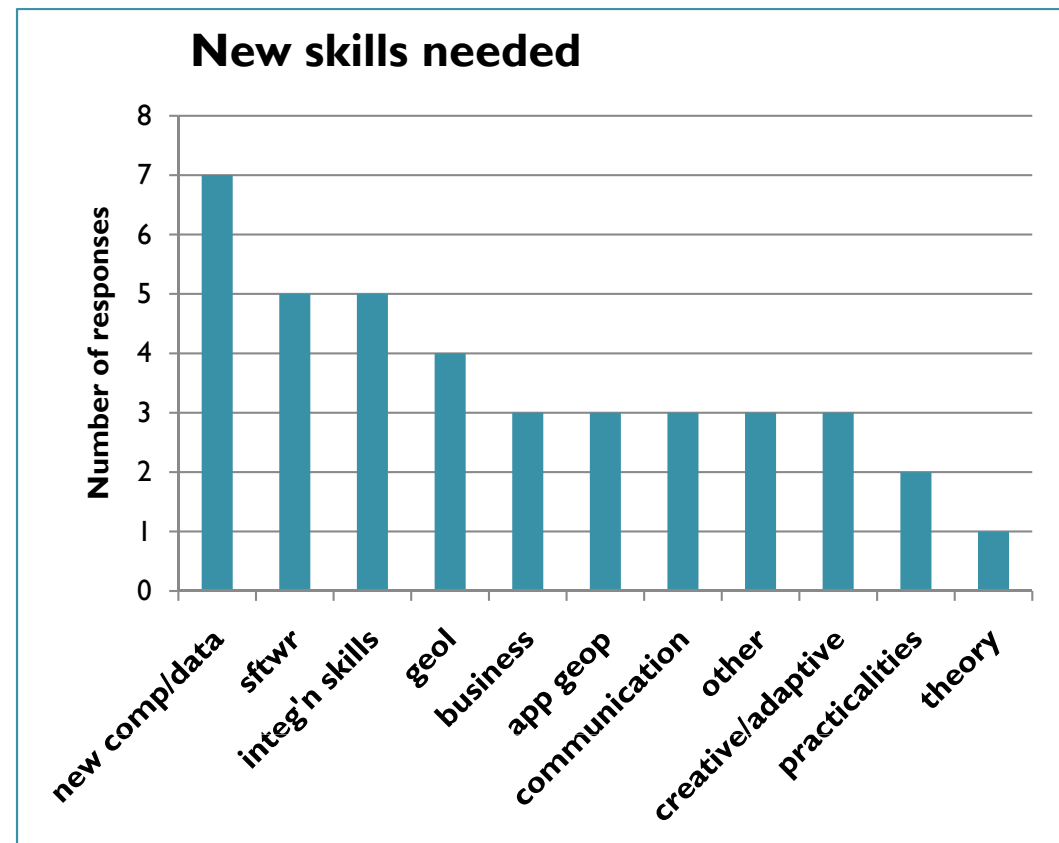
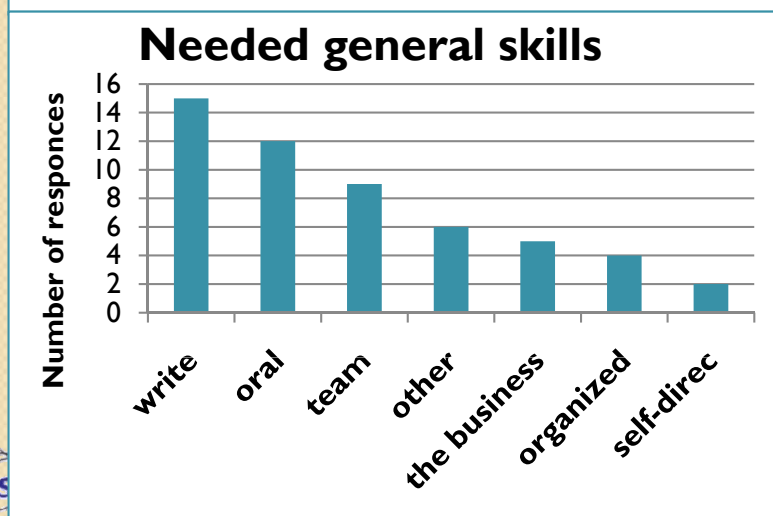
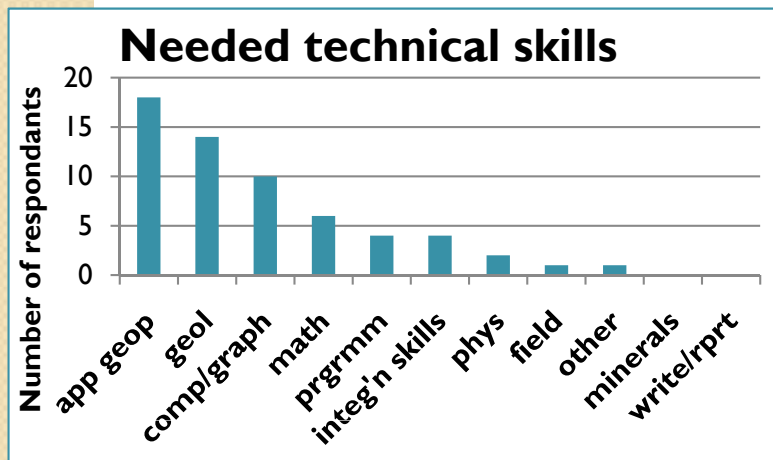
EARTH & OCEAN SCIENCES SCIENCE EDUCATION INITIATIVE
The University Of British Columbia

Purpose and methods

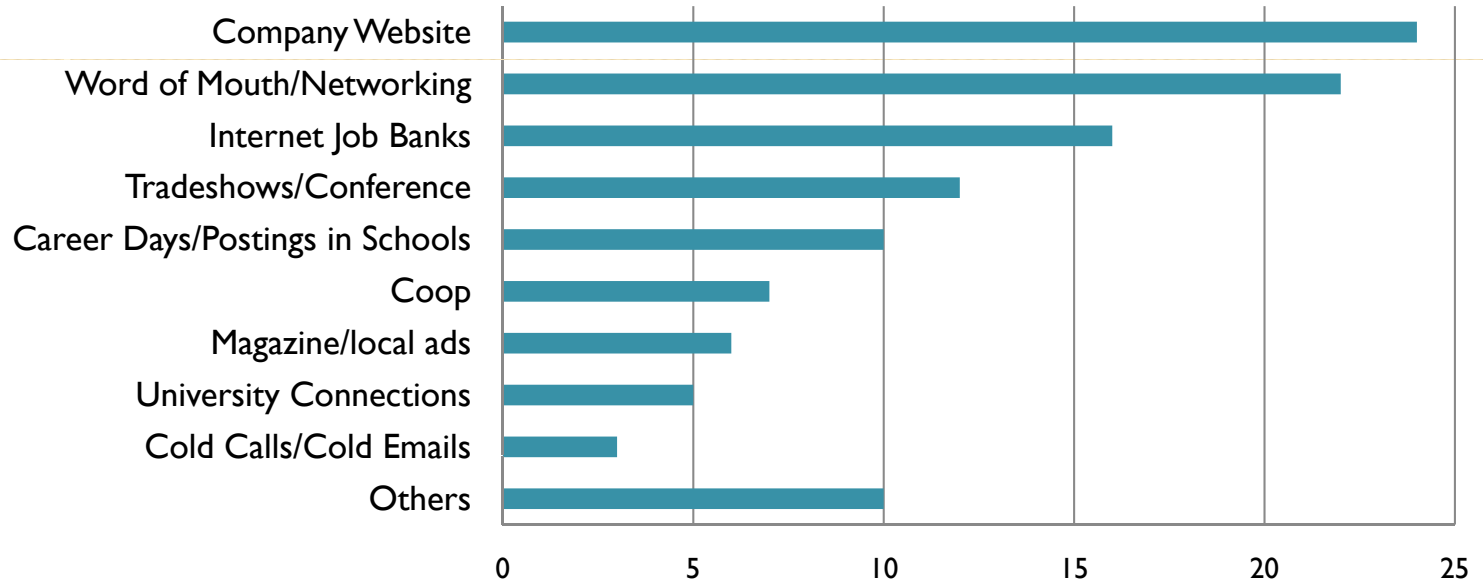
- **What, when, where:**
Interviewed delegates at the Mineral Exploration Roundup trade show and convention for mining industries, Vancouver, January 18-21, 2010.
- **Who did interviews and analysis:**
2 undergraduates and 2 STLFs obtained 65 interviews.
- **Why:**
Inform students and the Department about needs and expectations of companies hiring new geoscience B.Sc. graduates.
- **How:**
 - 1) Pilot survey at a convention for geophysicists, Oct. 2009.
 - 2) Data collected by 4 interviewees over 3 days, Jan. 2010.
 - 3) Survey data transcribed.
 - 4) Coded for emergent patterns (like grounded theory analysis).
 - 5) Plotted, summarized, disseminated to Dep't EOS, students, curriculum committees, undergraduate advisors, etc.

Results from Pilot survey

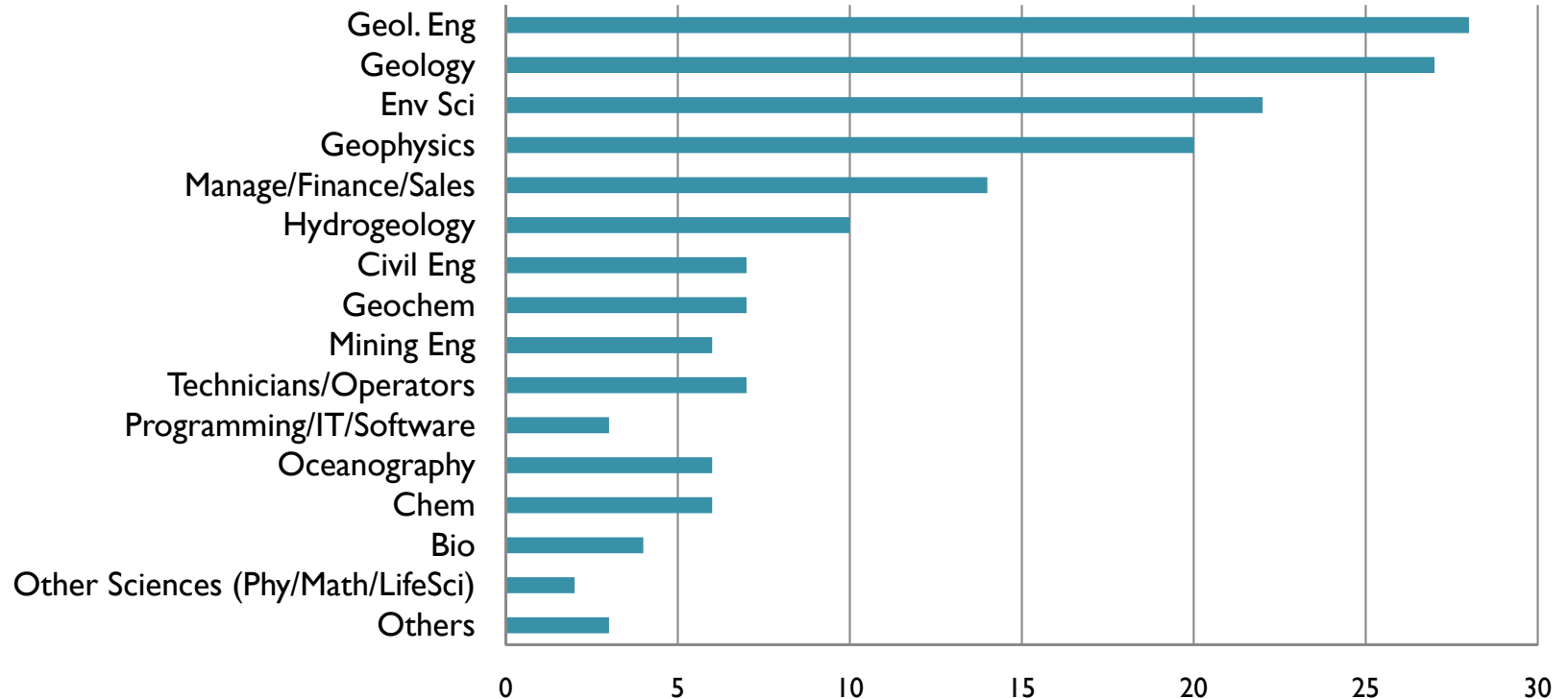
- Feedback forms completed by 21 of 40 participants at the BC Geophysical Society's Symposium: Geophysics in 3D, Oct 2009.
- Eight open-ended questions (no interviews).
- Results helped refine the more general Jan 2010 interviews.



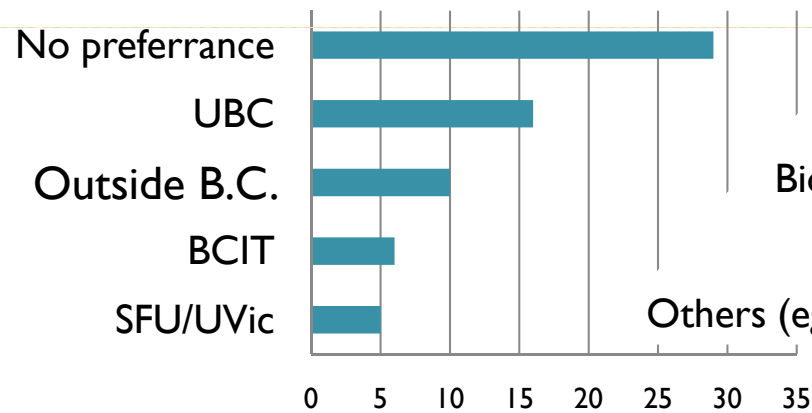
How do Companies Recruit Entry-Level Employees?



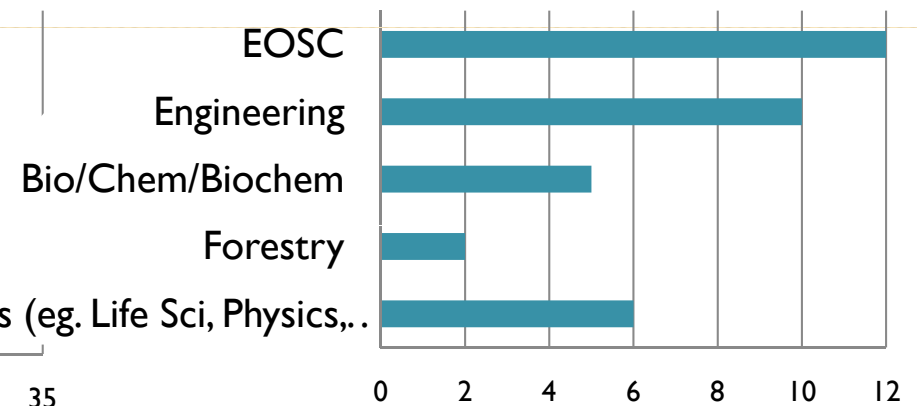
What Types of Professionals do Companies Hire?



Preferred Institutions



UBC programs hired from



Impressions of UBC Graduates:

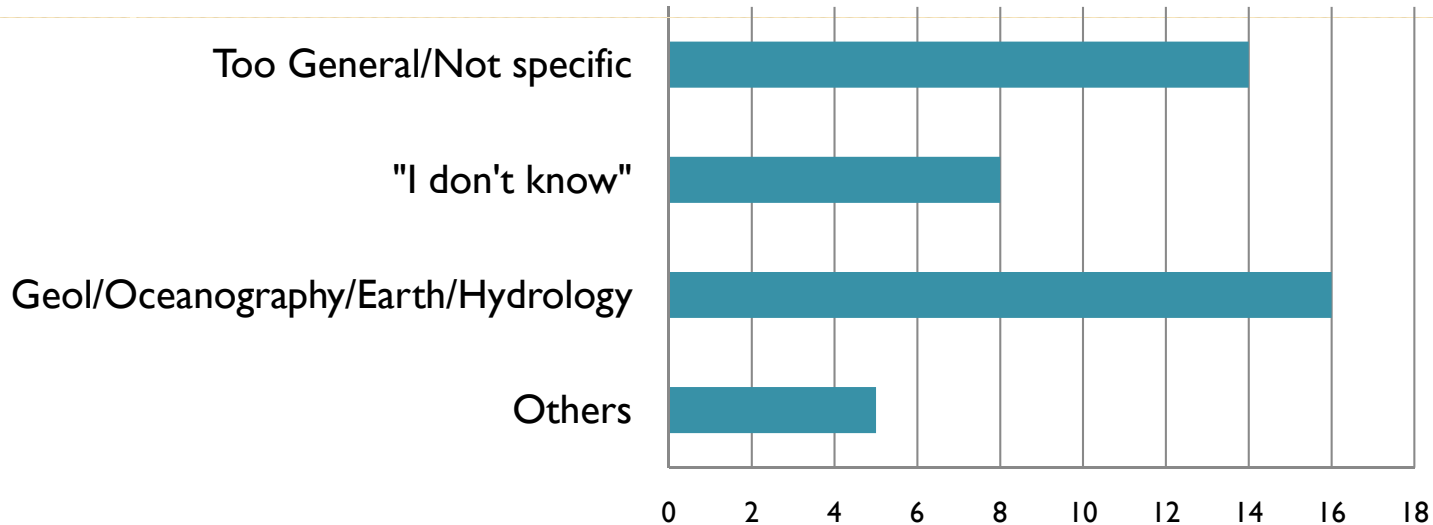


- "hardworking"; "smart"; "fast learner";
- "knowledgeable"; "eager"; "fine to work with"
- "UBC has asset over other schools ..."
- "reputation is good for geology and mining industry"
- "Strong in geology, geochem, mining and hydrogeology"



- "not focused enough compared to BCIT";
- "better programs in Thunderbay, Camosun";
- "no technical writing skills";
- "too theoretical";
- "don't like dirty lab work"

What does “Major in Earth & Ocean Sciences” mean to you?

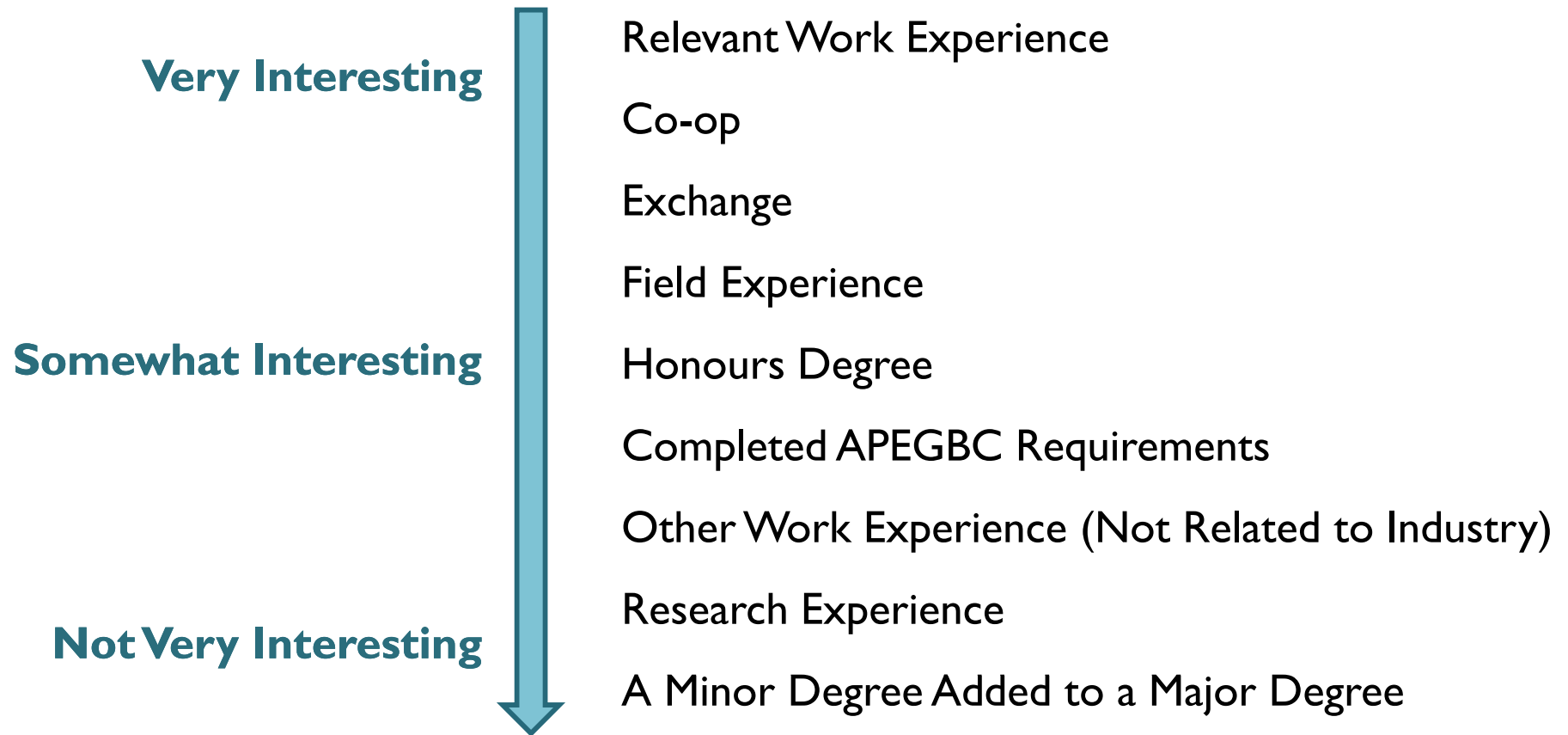


Meaning of “Major in Earth and Ocean Science”

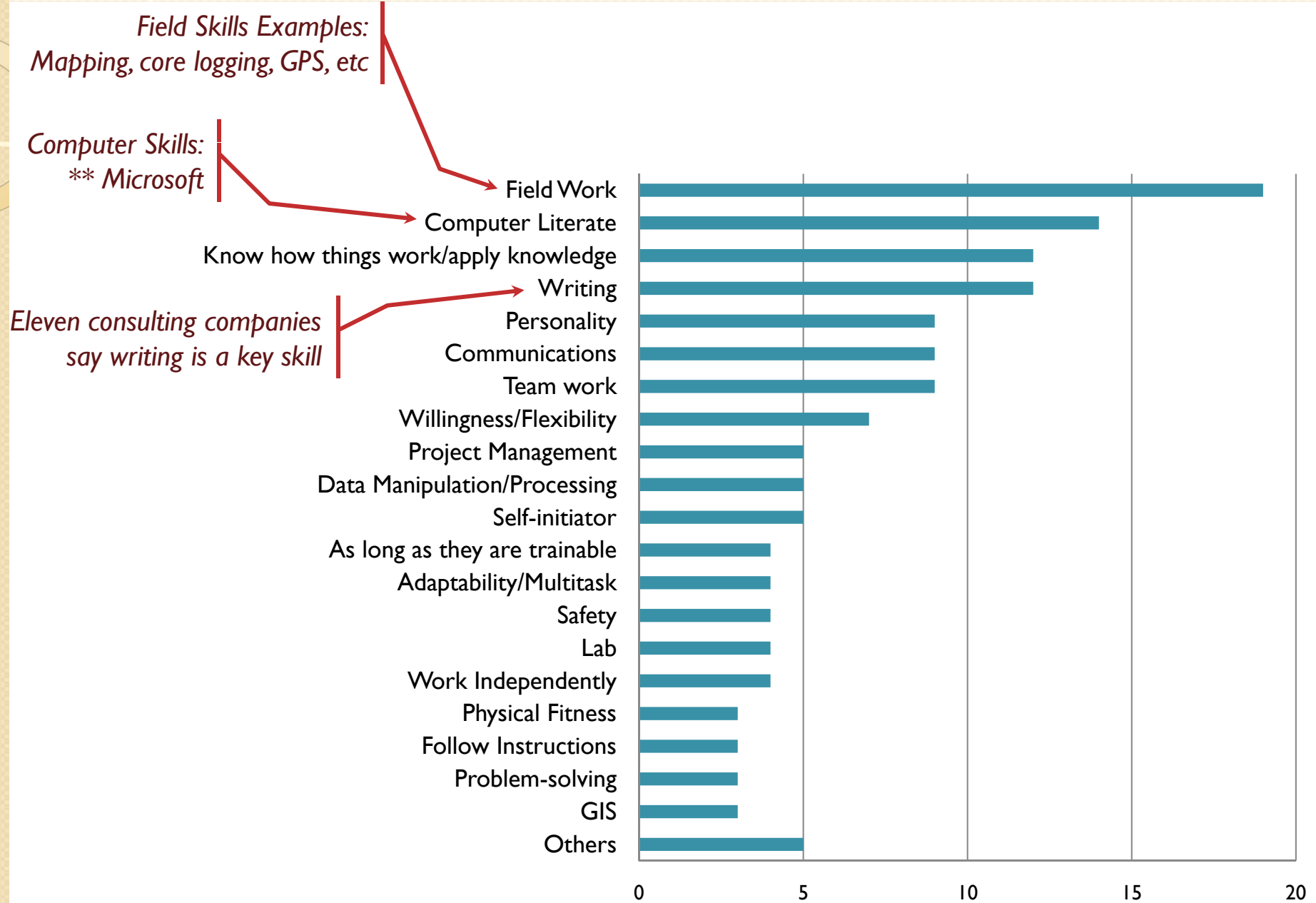
- ???
- “confusing”
- “so big I guess the whole physical environment”
- “which group is it? Biologist? Geologist? Ecologist?”
- “doesn't seem specifically trained for geology”
- “it means everything.... covers the whole earth”
- "no idea what it means"

- ✓ - “it is attractive to our company”

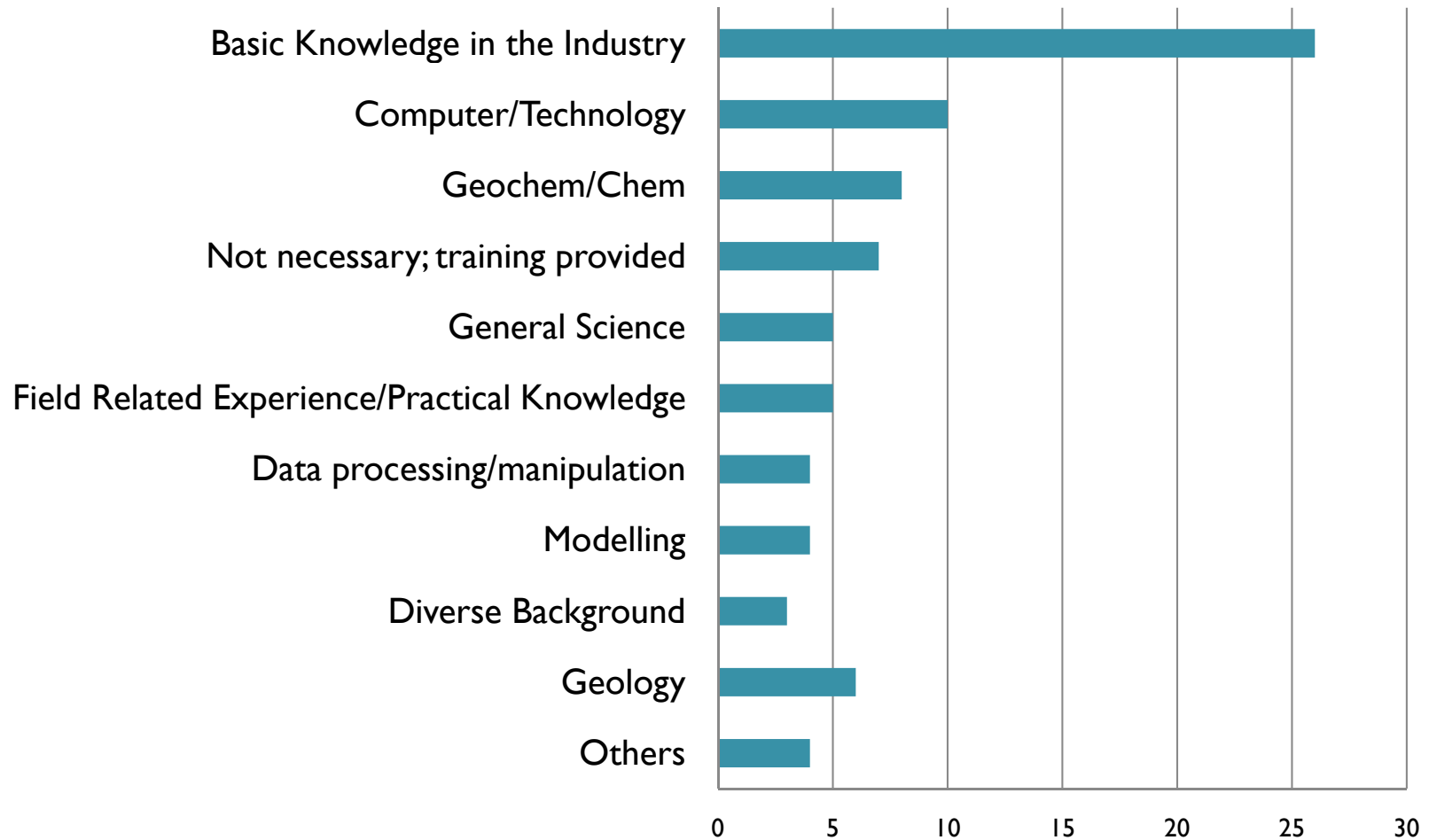
When assessing resumes, how interesting are the following types of qualifications?



Key Skills Which Recent Graduates are Expected to Have



Expected Knowledge Background

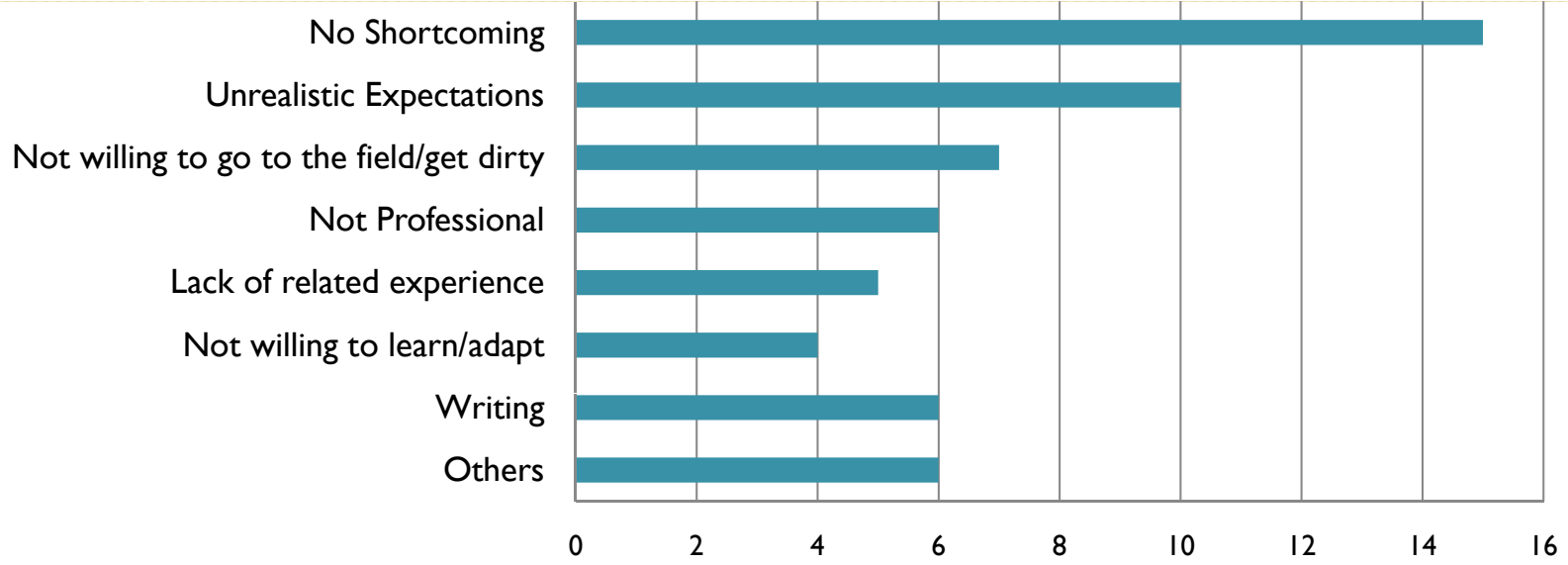


➔ “Know the basic knowledge in your own field and how the industry works.”

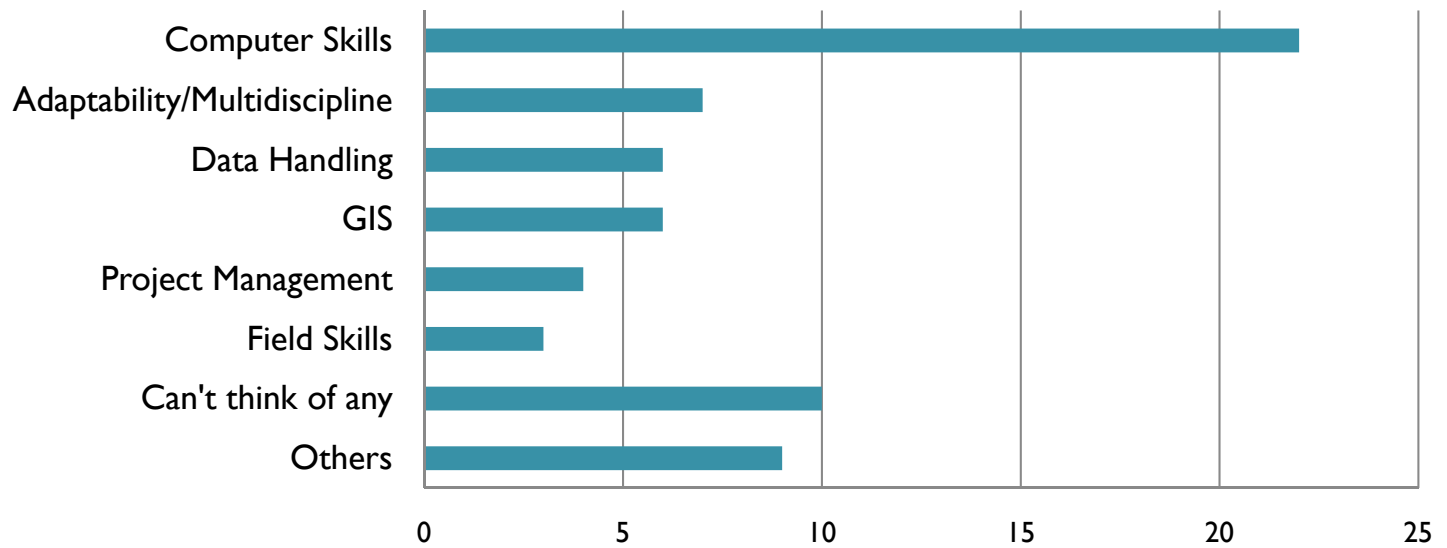
Personal Attributes/Attitudes Companies Look for in New Hires:



Persistent Shortcomings in Recent Bachelor Level Graduates



New Skills Expected in the Next Generation



Dissemination of Results

- Report customized for Department use
- Report customized for Students' use
 - Advisors
 - Student clubs
 - Website
- Share lessons learned with other departments.
 - Interview questions and protocol.
- Possibilities for follow up:
 - Refined online version for future use & follow up.
 - Contact APEGBC for corroborating data and/or collaborative dissemination.